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ABSTRACT

Results of a national survey of salaries, tenure, and fringe benefits of full-time college instructional faculty are presented. The survey was part of the Higher Education General Information Survey. Overall, the number of full-time instructional faculty increased slightly from 1976-77 to 1977-78. While the number of men remained approximately the same, the number of women increased by 2.3 percent. The largest increase for women came in the lecturer category, the lowest rank. The percentage changes for women exceeded those for men in all ranks, and although tenured men far outnumbered tenured women, women scored higher percentage gains in tenure than men during this period. Mean salaries of men were higher than those of women, whatever the academic rank, at all institutional levels. Salaries by rank for different types of institutions are compared, and fringe benefits for public and private institutions are contrasted. Charts and tables illustrate the short narrative description. (SW)

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Special report

National Center for Education Statistics

U.S. Department of Education

ED195195

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June 25, 1980

Women outpaced men in faculty and tenure increases between 1976-77 and 1977-78

The number of full-time women faculty rose significantly from 1976-77 to 1977-78, according to Marie D. Eldridge, Administrator of the National Center for Education Statistics (NCES). The percentage changes for women exceeded those for men in all ranks. Women also scored higher percentage gains in tenure than men during this period.

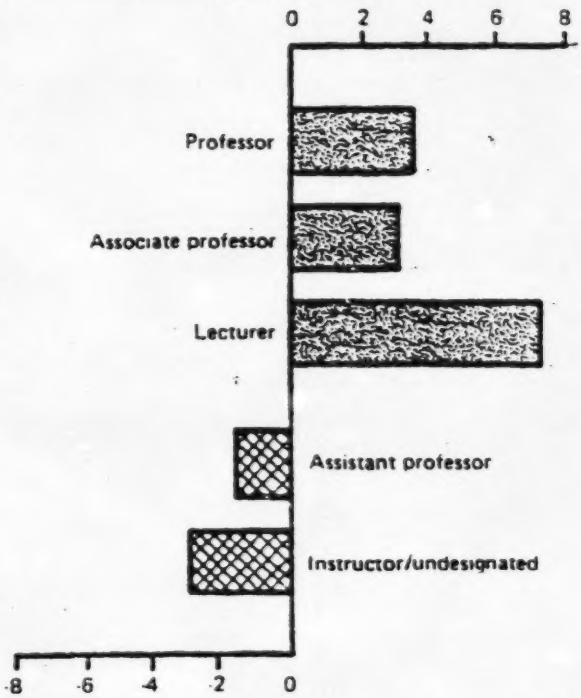
These are among the major findings of a survey of salaries, tenure, and fringe benefits of full-time instructional faculty in institutions of higher education across the country. The survey is part of the Higher Education General Information Survey (HEGIS) conducted yearly by NCES.

Full-time Instructional Faculty

Overall, the number of full-time instructional faculty increased slightly—from 386,878 in the 1976-77 academic year to 389,033 in 1977-78 (table 1). While the number of men remained approximately the same (290,289 in 1976-77 and 290,264 in 1977-78), the number of women increased by 2.3 percent (from 96,589 to 98,769). The largest increase for women came in the lecturer category, the lowest rank, where they registered an increase of 11.0 percent--three times the increase for men.

Within the various ranks, important changes occurred. The number of professors increased by 3,332, associate professors by 2,850 and lecturers by 356. The number of assistant professors decreased by 1,764 and instructors/undesignated by 2,619. The increases represent percentage changes of 3.7 for professors, 3.1 for associate professors and 6.7

Chart 1.—Percent change in full-time instructional faculty, 1976-77 to 1977-78



undesignated, the decreases were 1.7 and 2.7 percents respectively. The declines seem to indicate that colleges are promoting individuals and leaving lower positions unfilled--or hiring fewer full-time faculty for these positions.

Status of Women Faculty

Whether the increase in women faculty indicates the beginning of a trend is, of course, unknown. Actually, over a longer period, women have not fared as well as men. Between 1975-76 and 1977-78, for example, the percentage of men holding the rank of professor increased 1.4

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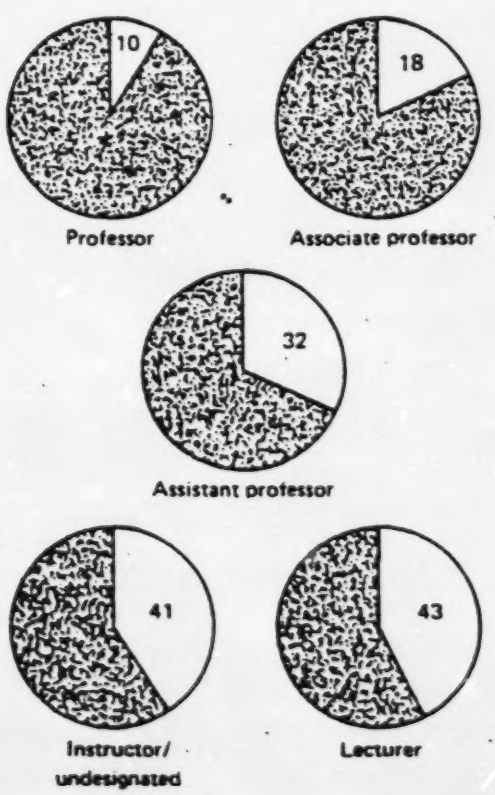
percent while the percent of women with that rank decreased 0.2 percent (table 2). Men in the associate professor category increased 1.0 percent; women, 0.8 percent. Overall, these percentages show a development similar to the one-year figures -- slight increases in the professor and associate professor ranks and a decrease in the assistant professor rank.

In 1975-76, 9.6 percent of all professors were women; in 1977-78, that percentage was almost the same – 9.5 (table 3). While there were some slight increases in the middle ranks (associate professor .and assistant professor), women continued to be grouped in the lower ranks (instructor/undesignated and lecturer). In 1975-76, 39.2 percent of all instructors/undesignated and 41.4 percent of all lecturers were women. In 1977-78, the percentages were 40.6 and 43.4 respectively. The figures may mean that the institutions have sought to hire more women as faculty members during the past few years. Since most of this growth is occurring in the lower ranks, future increases in the higher ranks should indicate just how quickly women are moving upward.

Chart 2.—Women as a percent of total full-time instructional faculty, 1977-78



Women also were less likely to be employed in universities than in 2-year and other 4-year institutions. For example, in public 2-year institutions, of those faculty members with 9-month contracts, 34.5 percent were women (table 4). In universities, the percentage of women was 19.2. In private institutions, the comparable figures were even more striking -- 45.3 percent in 2-year institutions and 18.0 percent in universities.

Mean Salaries

Except for universities, public institutions paid all ranks of faculty on 9-month contracts more than their private counterparts. In private universities, on the other hand, mean salaries, except for those of the lecturer, were much higher than in public universities. The mean salary of professors in private universities was $1,560 more than that of professors in public universities. In public other 4-year institutions, the mean salary of professors was $3,260 more than that of professors in private other 4-year institutions. The mean salary of lecturers in public institutions exceeded those in private at all institutional levels. In universities, the difference was $540; in other 4-year institutions, $2,050; and in other 2-year institutions, $4,000 (table 5).

Mean salaries of men were higher than those of women, whatever the academic rank, at all institutional levels. The differences were greatest at the university level, where the mean salaries ranged from $27,430 for men and $24,780 for women with the rank of professor to $12,860 for men and $12,630 for women with the rank of instructor (table 6).

Tenure

The number of women faculty with tenure rose by 3.4 percent (from 40,445 to 41,829). This almost doubled the 1.8 percent rise among men (from 177,947 to 181,192). Still, tenured men far outnumbered tenured women (table 7).

Overall, the number of full-time instructional faculty with tenure increased from 218,392 to 223,021. Although this change represented an increase of 2.1 percent, faculty with the ranks of assistant professor, instructor,

lecturer and those with undesignated rank decreased. The decreases were reflected mainly in the overall change for men and in the changes for both men and women in private institutions. Except for the rank of lecturer, where the small numbers result in a relatively high percentage of decrease, the largest decreases were in the rank of instructor. There, the number of men decreased 12.5 percent and women 4.8 percent in public institutions, while men decreased 21.6 percent and women 6.8 percent in private institutions.

Fringe Benefits

Public institutions spent more on retirement plans for faculty on 12-month contracts than on other fringe benefits. In fact, this was the highest expenditure by either public or private institutions on any fringe benefit (table 8). The next highest expenditure was for tuition plans for faculty on 9-month contracts in private institutions.

Expenditures in public institutions exceeded those in private for all benefit plans except tuition and unemployment compensation. For tuition plans, the mean fringe benefit expenditures were $1,594 more for faculty on 9-month contracts and $640 more for faculty on 12-month contracts in private institutions. The differences were not so great for unemployment compensation, where the expenditures were $31 more for faculty on 9-month contracts and $42 more for faculty on 12-month contracts in private institutions.

Inquiries for survey forms and related computer tapes may be obtained from the Data Systems Branch, National Center for Education Statistics, (1001 Presidential Building), 400 Maryland Avenue SW., Washington, D.C. 20202, telephone (301) 436-7944.

Information about the Center's statistical program and a catalog of NCES publications may be obtained from the Statistical Information Office, National Center for Education Statistics, (1001 Presidential Building), 400 Maryland Avenue SW., Washington, D.C. 20202, telephone (301) 436-7900.

Chart 3.—Mean Salaries of full-time instructional faculty on 9-month contracts, by control: 50 States and District of Columbia, 1977-78

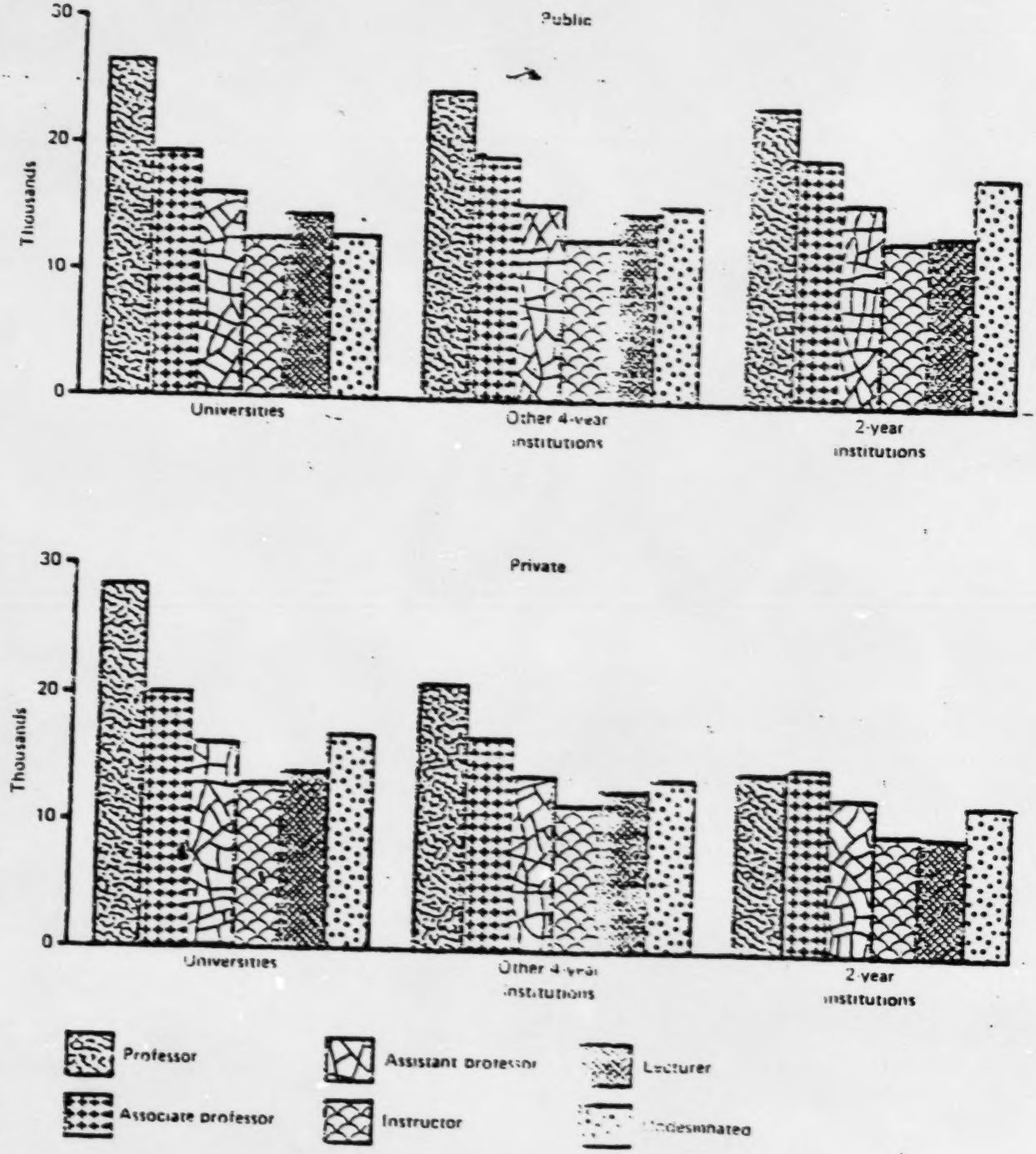


Chart 4.—Mean salaries of full-time instructional faculty on 9-month contracts, by sex: 50 States and District of Columbia, 1977-78

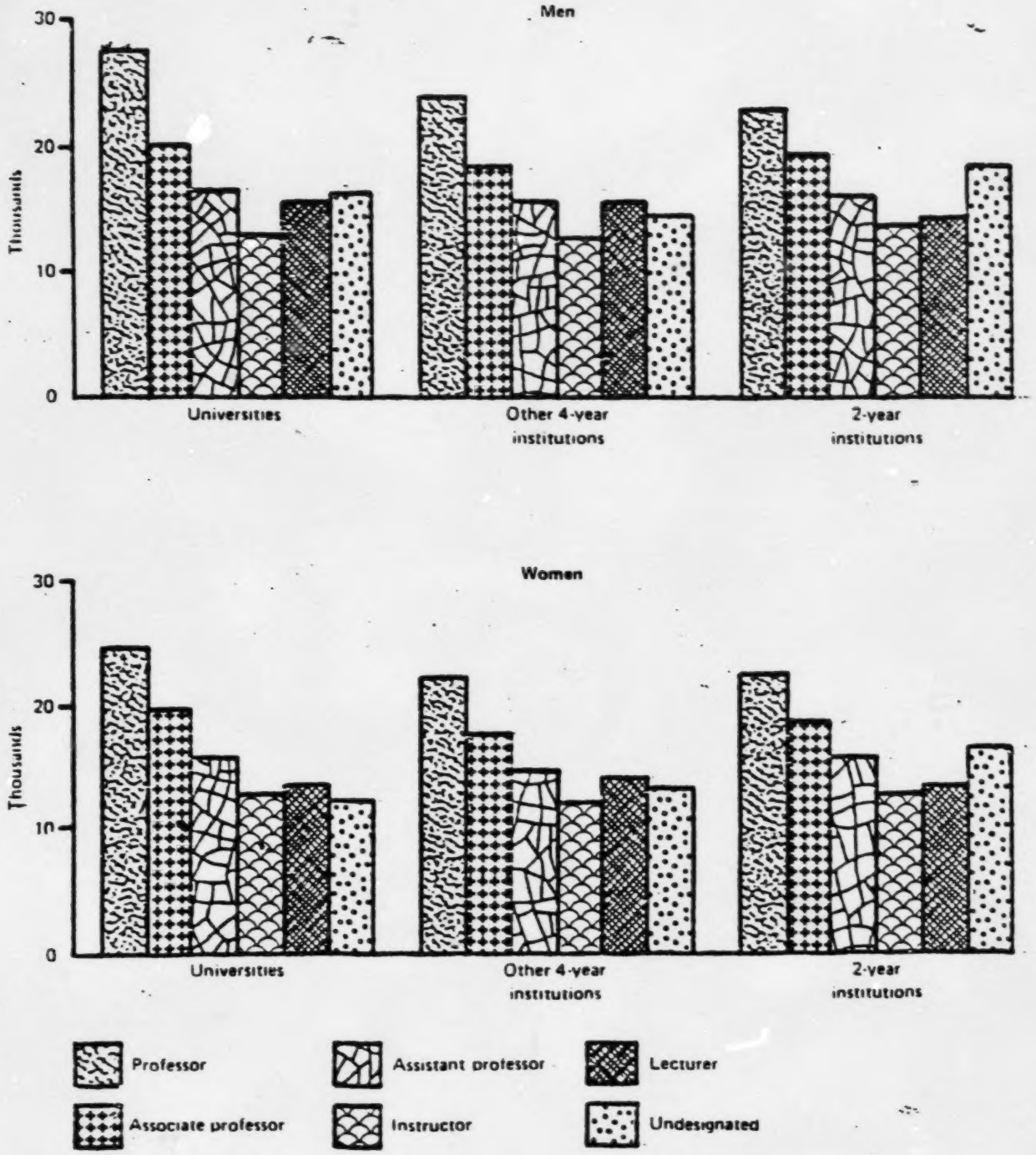


Chart 5.—Percent change in full-time instructional faculty with tenure, 1976-77 to 1977-78

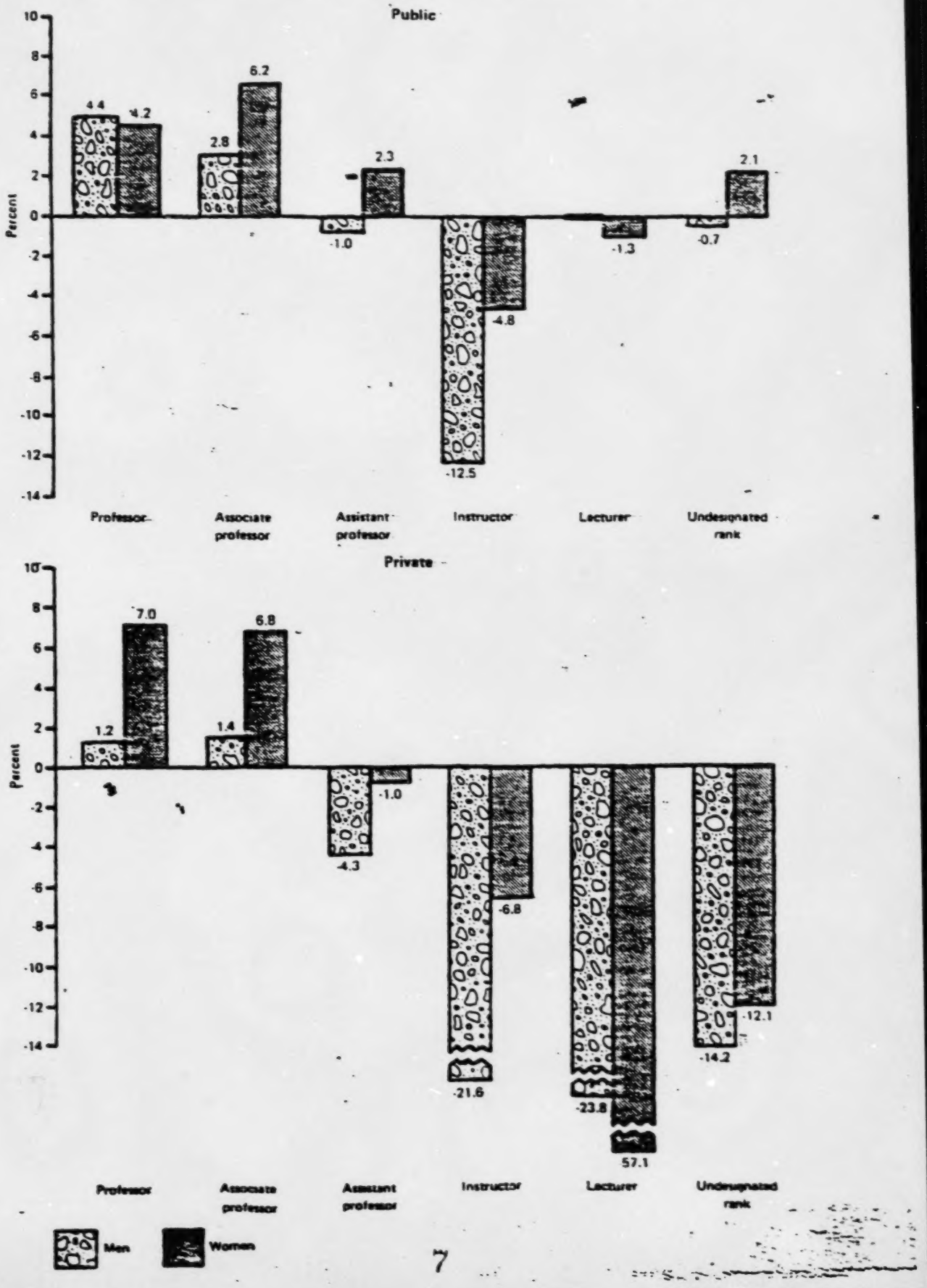


TABLE 1.–Number of full-time instructional faculty in institutions of higher education, by sex and academic rank: Aggregate United States, 1975-76 through 1977-78

Sex and academic rank	1975-76	1976-77	1977-78	Percent change	
				1976-77 to 1977-78	1975-76 to 1977-78
1	2	3	4	5	6
Men and women					
All ranks	377,157	386,878	389,033	0.6	3.1
Professor	87,188	89,710	93,042	3.7	6.7
Associate professor	88,286	91,436	94,286	3.1	6.8
Assistant professor	106,245	104,886	103,122	–1.7	–2.9
Instructor/undesignated	90,219	95,547	92,928	–2.7	3.0
Lecturer	5,219	5,299	5,655	6.7	8.4
Men					
All ranks	285,572	290,289	290,264	0	1.6
Professor	78,840	81,337	84,247	3.6	6.9
Associate professor	73,198	75,368	77,161	2.4	5.4
Assistant professor	75,644	73,241	70,497	–3.7	–6.8
Instructor/undesignated	54,830	57,257	55,160	–3.7	0.6
Lecturer	3,060	3,086	3,199	3.7	4.5
Women					
All ranks	91,585	96,589	98,769	2.3	7.8
Professor	8,348	8,373	8,795	5.0	5.4
Associate professor	15,088	16,068	17,125	6.6	13.4
Assistant professor	30,601	31,645	32,625	3.1	6.6
Instructor/undesignated	35,389	38,290	37,768	–1.4	6.7
Lecturer	2,159	2,213	2,456	11.0	13.7

TABLE 2.–Percent distribution of full-time instructional faculty in institutions of higher education, by sex and academic rank: Aggregate United States, 1975-76 through 1977-78

Sex and academic rank	Percent distribution			Difference	
	1975-76	1976-77	1977-78	1976-77 to 1977-78	1975-76 to 1977-78
1	2	3	4	5	6
Men and women					
All ranks	100.0	100.0	100.0		
Professor	23.1	23.2	23.9	0.7	0.8
Associate professor	23.4	23.6	24.2	0.6	0.8
Assistant professor	28.2	27.1	26.5	–0.6	–1.7
Instructor/undesignated	23.9	24.7	23.9	–0.8	0
Lecturer	1.4	1.4	1.5	0.1	0.1
Men					
All ranks	100.0	100.0	100.0		
Professor	27.6	28.0	29.0	1.0	1.4
Associate professor	25.6	26.0	26.6	0.6	1.0
Assistant professor	26.5	25.2	24.3	–0.9	–2.2
Instructor/undesignated	19.2	19.7	19.0	–0.7	–0.2
Lecturer	1.1	1.1	1.1	0	0
Women					
All ranks	100.0	100.0	100.0		
Professor	9.1	8.7	8.9	0.2	–0.2
Associate professor	16.5	16.6	17.3	0.7	0.8
Assistant professor	33.4	32.8	33.0	0.2	–0.4
Instructor/undesignated	38.6	39.6	38.3	–1.3	–0.3
Lecturer	2.4	2.3	2.5	0.2	0.1

TABLE 3.–Women as a percent of total full-time instructional faculty in institutions of higher education, by academic rank: Aggregate United States, 1975-76 through 1977-78

Academic rank	Percent			Difference	
	1975-76	1976-77	1977-78	1976-77 to 1977-78	1975-76 to 1977-78
1	2	3	4	5	6
All ranks	24.3	24.9	25.4	0.5	1.1
Professor	9.6	9.3	9.5	0.2	–0.1
Associate professor	17.1	17.6	18.1	0.5	1.0
Assistant professor	28.8	30.2	31.6	1.4	2.8
Instructor/undesignated	39.2	40.1	40.6	0.5	1.4
Lecturer	41.4	41.8	43.4	1.6	2.0

TABLE 4.–Women as a percent of total full-time instructional faculty in institutions of higher education, by length of contract, level and control of institution, and academic rank: Aggregate United States, 1977-78

Institutional control and academic rank	Percent							
	9–month contract				12–month contract			
	All	Universities	Other 4-year institutions	2-year institutions	All	Universities	Other 4-year institutions	2-year institutions
1	2	3	4	5	6	7	8	9
Public								
All ranks	26.1	19.2	25.0	34.5	22.6	13.7	26.0	33.6
Professor	9.9	6.2	11.7	21.1	6.5	4.9	9.2	16.1
Associate professor	18.1	14.4	18.2	27.5	15.3	11.1	19.5	24.0
Assistant professor	32.0	29.3	31.9	37.3	28.1	21.8	34.5	34.8
Instructor/undesignated	40.1	54.1	52.0	36.0	37.6	38.8	48.3	35.1
Lecturer	44.1	41.9	44.7	51.1	40.2	33.5	51.7	47.4
Private								
All ranks	24.6	18.0	26.6	45.3	26.4	27.4	23.8	44.8
Professor	10.0	6.0	12.8	28.3	8.2	7.5	8.0	27.5
Associate professor	19.3	15.6	20.8	29.7	19.7	22.3	18.8	15.6
Assistant professor	32.0	28.3	33.0	49.3	30.8	37.2	28.9	18.8
Instructor/undesignated	45.6	29.2	45.1	47.8	42.9	69.4	37.1	50.2
Lecturer	42.2	42.2	40.4	100.0	46.7	44.7	47.6	0

TABLE 5.--Mean salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level and control of institution and academic rank: 50 States and District of Columbia, 1977-78

Institutional control and academic rank	Total	Universities	Other 4-year institutions	2-year institutions
1	2	3	4	5
Public and private				
All ranks	$18,700	$20,800	$17,830	$17,670
Professor	25,120	27,270	23,430	22,820
Associate professor	18,970	19,890	18,370	19,150
Assistant professor	15,530	16,070	15,120	16,020
Instructor	12,500	12,740	12,230	12,950
Lecturer	14,530	14,470	14,740	13,720
Undesignated	17,830	14,760	14,190	18,080
Public				
All ranks	19,030	20,500	18,770	17,900
Professor	25,470	26,790	24,550	23,220
Associate professor	19,460	19,820	19,250	19,310
Assistant professor	15,950	16,040	15,820	16,160
Instructor	12,850	12,580	12,790	13,130
Lecturer	14,710	14,590	15,000	13,800
Undersignated	18,260	12,590	15,360	18,330
Private				
All ranks	17,770	21,570	16,150	12,190
Professor	24,340	28,350	21,290	14,140
Associate professor	17,720	20,070	16,670	14,420
Assistant professor	14,540	16,130	13,900	12,440
Instructor	11,640	13,200	11,350	9,930
Lecturer	13,620	14,050	12,950	9,800
Undesignated	13,250	17,140	13,860	12,060

NOTE.--Figures have been rounded to the nearest $10.

TABLE 6.–Mean salaries of full-time instructional faculty on 9-month contracts in institutions of higher education, by level of institution, sex, and academic rank: 50 States and District of Columbia, 1977-78

Sex and academic rank	Total	Universities	Other 4-year institutions	2-year institutions
1	2	3	4	5
Men				
All ranks	$19,560	$21,720	$18,570	$18,290
Professor	25,350	27,430	23,590	22,910
Associate professor	19,110	20,000	18,510	19,240
Assistant professor	15,720	16,260	15,310	16,180
Instructor	12,730	12,860	12,470	13,200
Lecturer	15,180	15,200	15,310	14,260
Undesignated	18,460	16,290	14,680	18,720
Women				
All ranks	16,160	16,760	15,650	16,520
Professor	22,940	24,780	22,210	22,520
Associate professor	18,330	19,200	17,770	18,900
Assistant professor	15,110	15,590	14,700	15,760
Instructor	12,290	12,630	12,000	12,690
Lecturer	13,690	13,470	14,010	13,230
Undesignated	16,640	12,070	13,150	16,880

NOTE.–Figures have been rounded to the nearest $10.

TABLE 7.–Number of full-time instructional faculty with tenure in institutions of higher education, by sex, control of institution, and academic rank: Aggregate United States; 1976-77 and 1977-78

Institutional control and academic rank	Total			Men			Women		
	Number		Percent change	Number		Percent change	Number		Percent change
	1976-77	1977-78		1976-77	1977-78		1976-77	1977-78	
1	2	3	4	5	6	7	8	9	10
Public and private									
All ranks	218,392	223,021	2.1	177,947	181,192	1.8	40,445	41,829	3.4
Professor	83,514	86,477	3.5	75,896	78,476	3.4	7,618	8,001	5.0
Associate professor	73,309	75,601	3.1	60,681	62,173	2.5	12,628	13,428	6.3
Assistant professor	30,345	30,170	–0.6	20,182	19,839	–1.7	10,163	10,331	1.7
Instructor	3,457	3,131	–9.4	1,824	1,579	–13.4	1,633	1,552	–5.0
Lecturer	235	225	–4.3	153	148	–3.3	82	77	–6.1
Undesignated	27,532	27,417	–0.4	19,211	18,977	–1.2	8,321	8,440	1.4
Public									
All ranks	166,168	170,340	2.5	133,970	137,067	2.3	32,198	33,273	3.3
Professor	58,067	60,590	4.3	52,728	55,128	4.4	5,339	5,562	4.2
Associate professor	54,469	56,321	3.4	45,222	46,504	2.8	9,247	9,817	6.2
Assistant professor	23,919	23,951	0.1	15,815	15,658	–1.0	8,104	8,293	2.3
Instructor	3,135	2,859	–8.8	1,634	1,430	–12.5	1,501	1,429	–4.8
Lecturer	207	206	–0.5	132	132	0	75	74	–1.3
Undesignated	26,371	26,413	0.2	18,439	18,315	–0.7	7,932	8,098	2.1
Private									
All ranks	52,224	52,681	0.9	43,977	44,125	0.3	8,247	8,556	3.7
Professor	25,447	25,887	1.7	23,168	23,448	1.2	2,279	2,439	7.0
Associate professor	18,840	19,280	2.3	15,459	15,669	1.4	3,381	3,611	6.8
Assistant professor	6,426	6,219	–3.2	4,367	4,181	–4.3	2,059	2,038	–1.0
Instructor	322	272	–15.5	190	149	–21.6	132	123	–6.8
Lecturer	28	19	–32.1	21	16	–23.8	7	3	–57.1
Undesignated	1,161	1,004	–13.5	772	662	–14.2	389	342	–12.1

TABLE 8.–Mean fringe benefit expenditures for full-time instructional faculty in institutions of higher education, by control of institution, length of contract, and type of benefit plan: Aggregate United States, 1977-78

Type of benefit plan	All institutions		Public institutions		Private institutions	
	9-month contract	12-month contract	9-month contract	12-month contract	9-month contract	12-month contract
1	2	3	4	5	6	7
Retirement	$1,717	$1,972	$1,783	$2,056	$1,502	$1,609
Hospitalization	519	457	558	471	403	404
Disability Insurance	96	112	100	116	89	100
Tuition Plans	1,398	1,052	403	721	1,997	1,361
Social Security	898	923	910	940	872	868
Unemployment Compensation	109	116	100	106	131	148
Group Life Insurance	105	130	105	136	103	109
Worker's Compensation	81	80	90	81	60	78